



FORTS MCPHERSON AND GILLEM BASE REALIGNMENT AND CLOSURE TOWN HALL

Colonel Deborah B. Grays
Garrison Commander

18 March 2010

Our Mission: *An installation that provides continued quality support and service to our military family through transformational leadership, management, innovation, and technology during the BRAC transition process.*

Proudly Serving Tomorrow's Army . . . Today!



WHAT'S NEW SINCE LAST TOWN HALL?

- Received employment preferences from USAG employees
- Non-binding VSIP/VERA input to IMCOM-SE: 28 Jan 10
- Concept of Support II Briefing: 2 Mar 10
- One tenant unit departs: NETCOM SE Region
- Building Closures:
 - Fort McPherson – 1 more, 9 total
 - Fort Gillem – 6 more, 10 total
- Building Consolidation
- Commissary
- Enclave
- ARCENT/Garrison EXPO: 17 Mar 10



AGENDA

- Strategic Relocation Expo
- Outplacement Support
- BRAC Update
- Human Resources: Military Personnel Plan
- Homeowners Assistance Program (HAP)
- Handling BRAC Stress
- BRAC Personnel Timeline
- Questions and Answers



❖ **Buses provided free of charge by Third Army**

❖ Discounted hotel

❖ Opportunities to visit churches, neighborhoods, schools, cultural and recreational venues

❖ Learn more about the area through interaction with local area Sponsors

❖ **Tours of Shaw AFB and Sumter Community**

❖ Contact Scotty Grigsby for RSVP at scotty.grigsby@arcent.army.mil or 404.464.1938

**RSVP's due
Friday 19 MAR**



OUTPLACEMENT SUPPORT

Mr. Howard C. Butler
Deputy Garrison Commander



Purpose:

To provide an update on outplacement support being offered to civilian employees who may be displaced from their current jobs as a result of BRAC.

To begin a more detailed dialogue with installation staff on the execution of the workshops and the associated support requirements.

No Civilian Left Behind...



- Employee Toolkit (Introduce and Review)
- Individual Assessments
 - Myers-Briggs Type Assessment Tool
 - Industry Job Matching
 - Skills Assessments and Crosswalk
- Group Training
 - Civilian and Federal Resume Preparation & Critique
 - Marketing and Networking
 - Interviewing Training and Techniques
 - Job Search Strategies and Tools
 - Job Application Process
 - Priority Placement Program Registration
 - Image Consulting and Building Confidence
 - Dealing With Transition
 - Salary and Benefits Negotiations
 - Retirement Planning

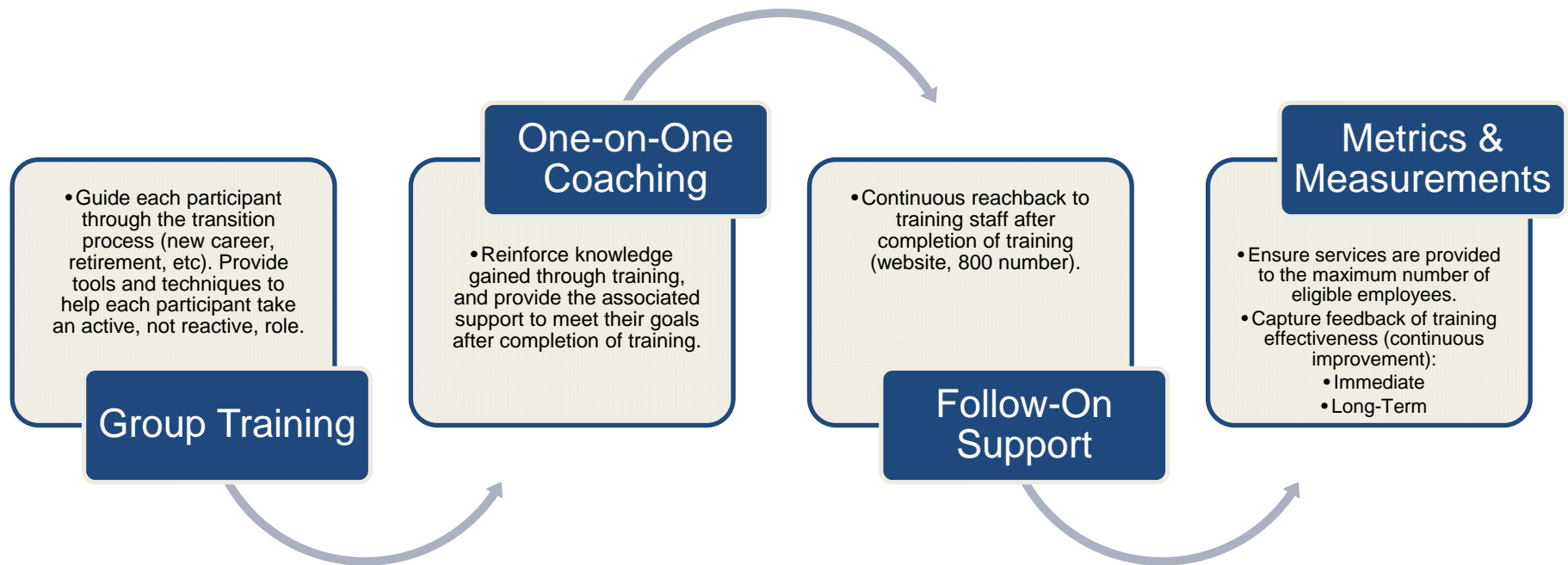
No Civilian Left Behind...



Outplacement Services

- One-on-One Coaching
 - Career Path Consulting
 - Civilian and Federal Resume Preparation & Critique
 - Marketing and Networking
 - Interviewing (Mock Interviews)
 - Job Search Strategies and Tools
 - Job Application Process
 - Priority Placement Program Registration
 - Image Consulting and Building Confidence
 - Dealing With Transition
 - Salary and Benefits Negotiations
 - Retirement Planning
- Virtual Outplacement Services
- Career and Job Fairs, Partnerships (Local, State, Federal Agencies)
- On-Line Portal - Repository of Templates, References

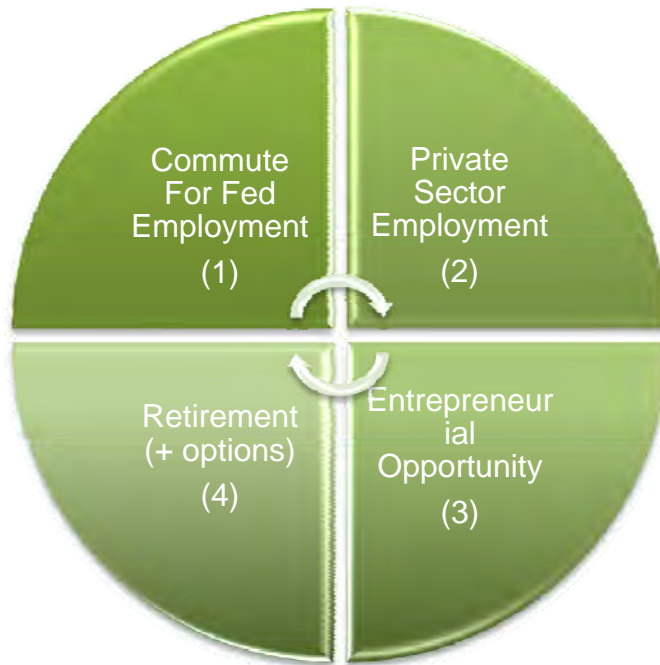
No Civilian Left Behind...



No Civilian Left Behind...



Employee Options



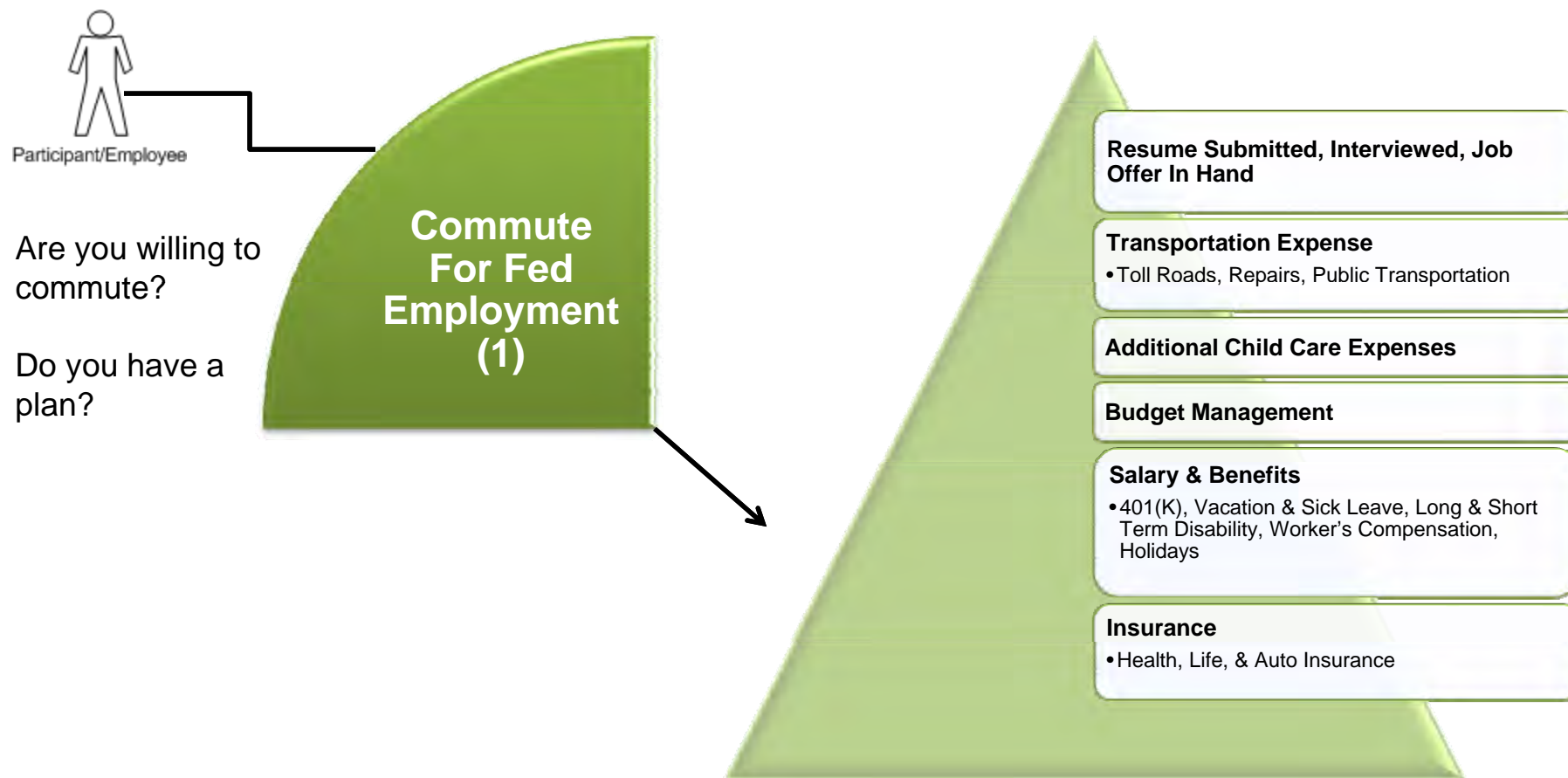
Major Planning Considerations

- Salary and Benefits
- Insurance
- Work Schedule
- Family Situation
- Travel Distance
- Transportation
- Other Expenses

No Civilian Left Behind...



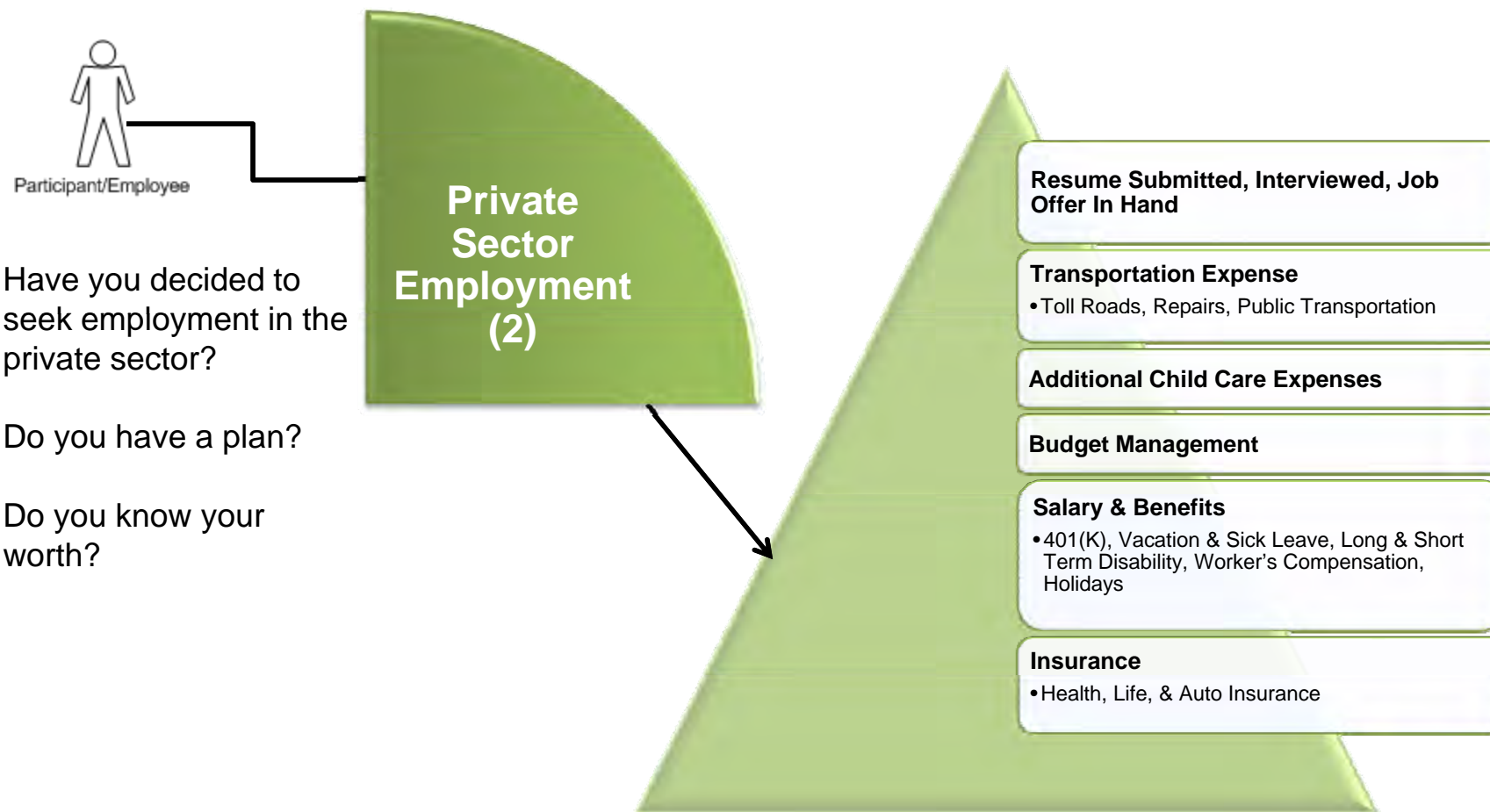
Outplacement Services



No Civilian Left Behind...



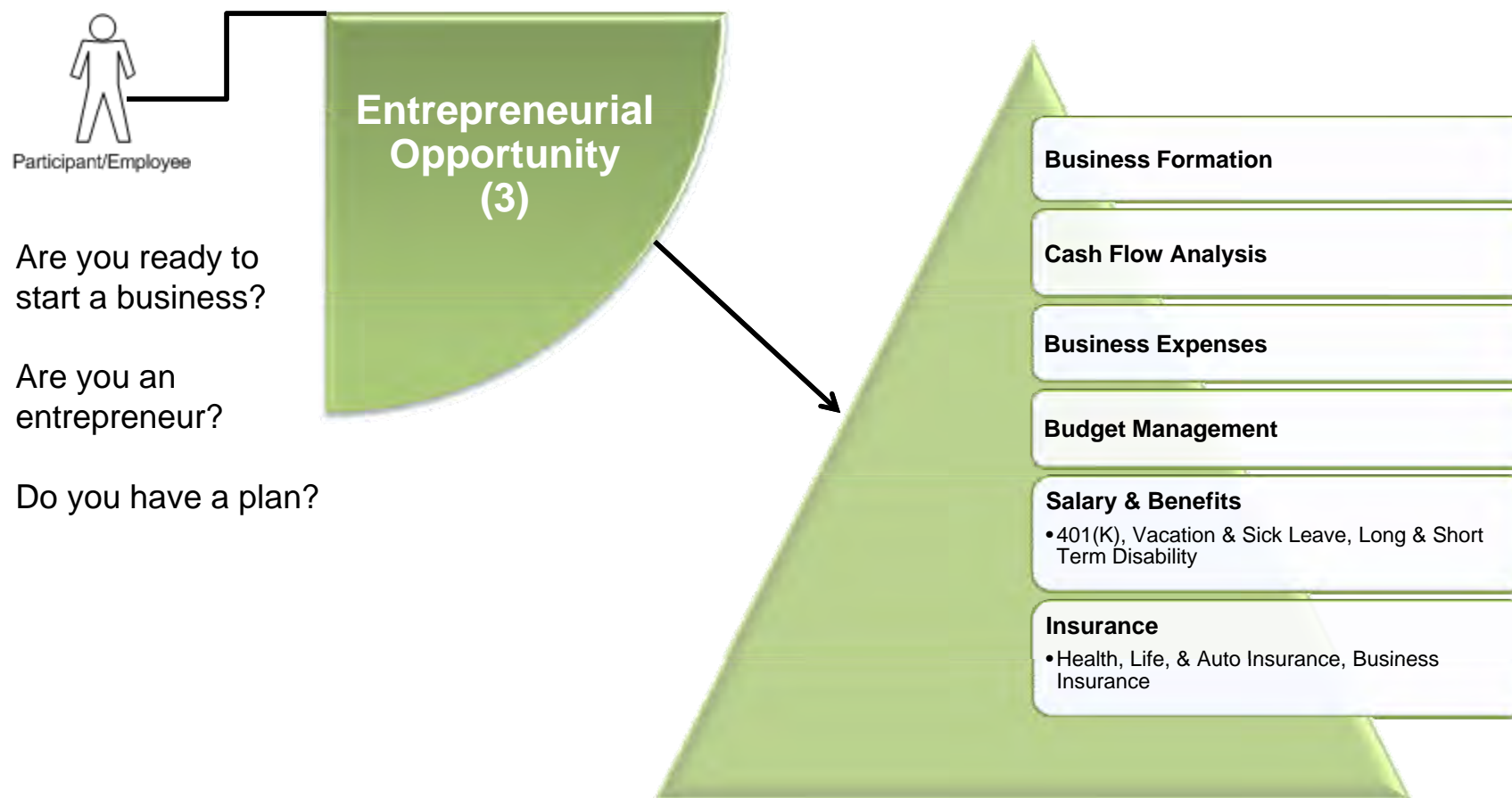
Outplacement Services



No Civilian Left Behind...



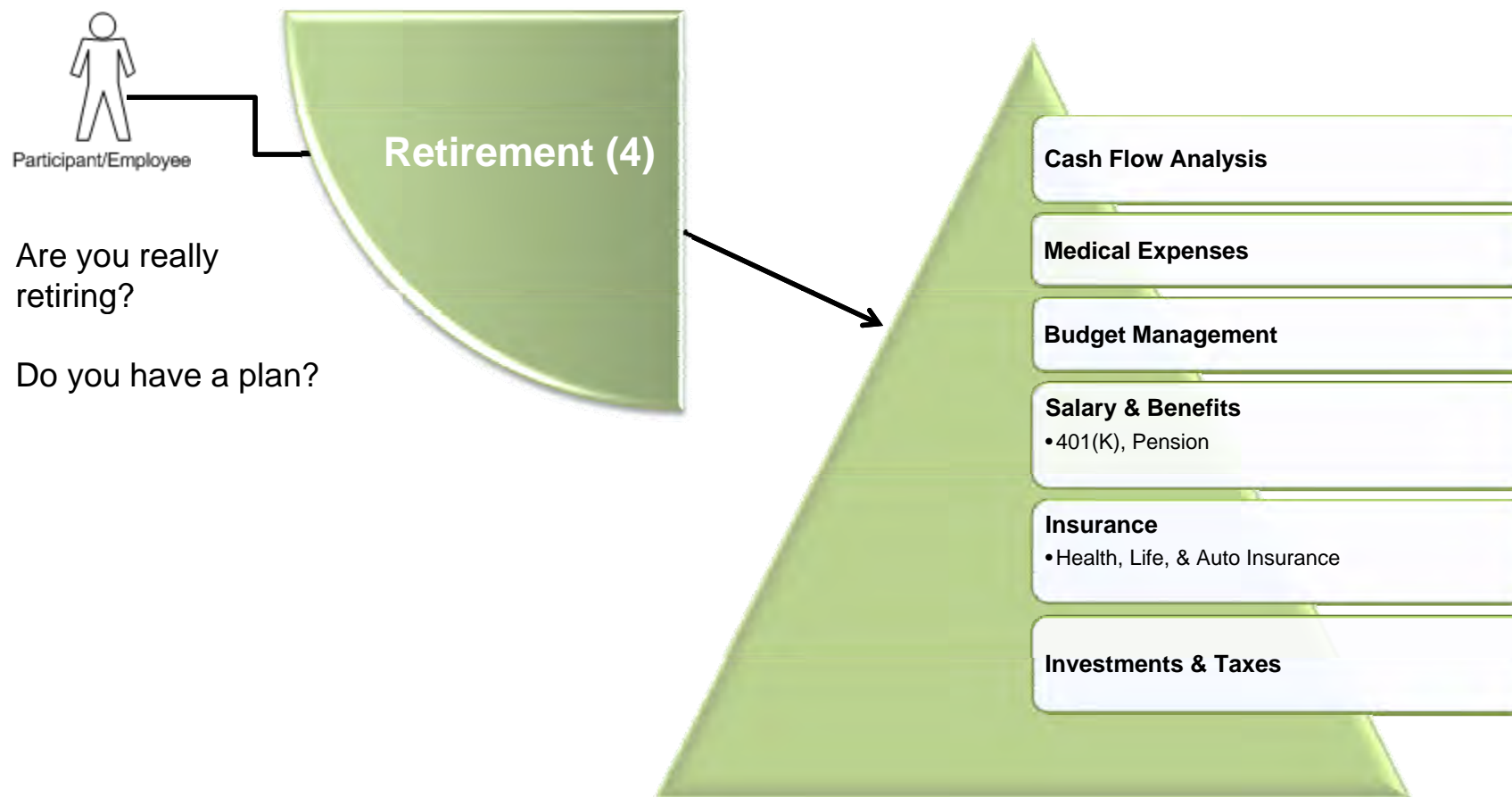
Outplacement Services



No Civilian Left Behind...



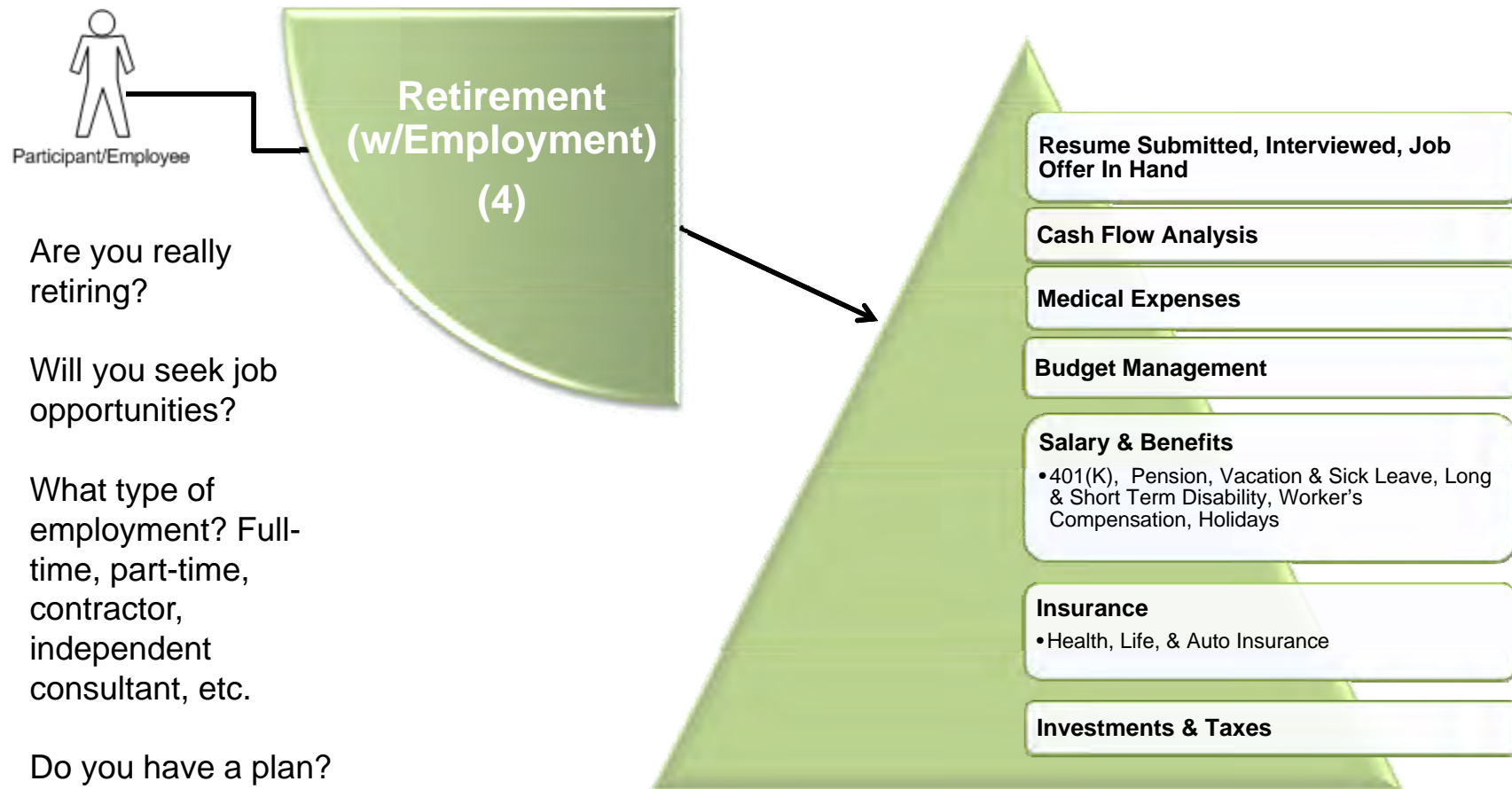
Outplacement Services



No Civilian Left Behind...



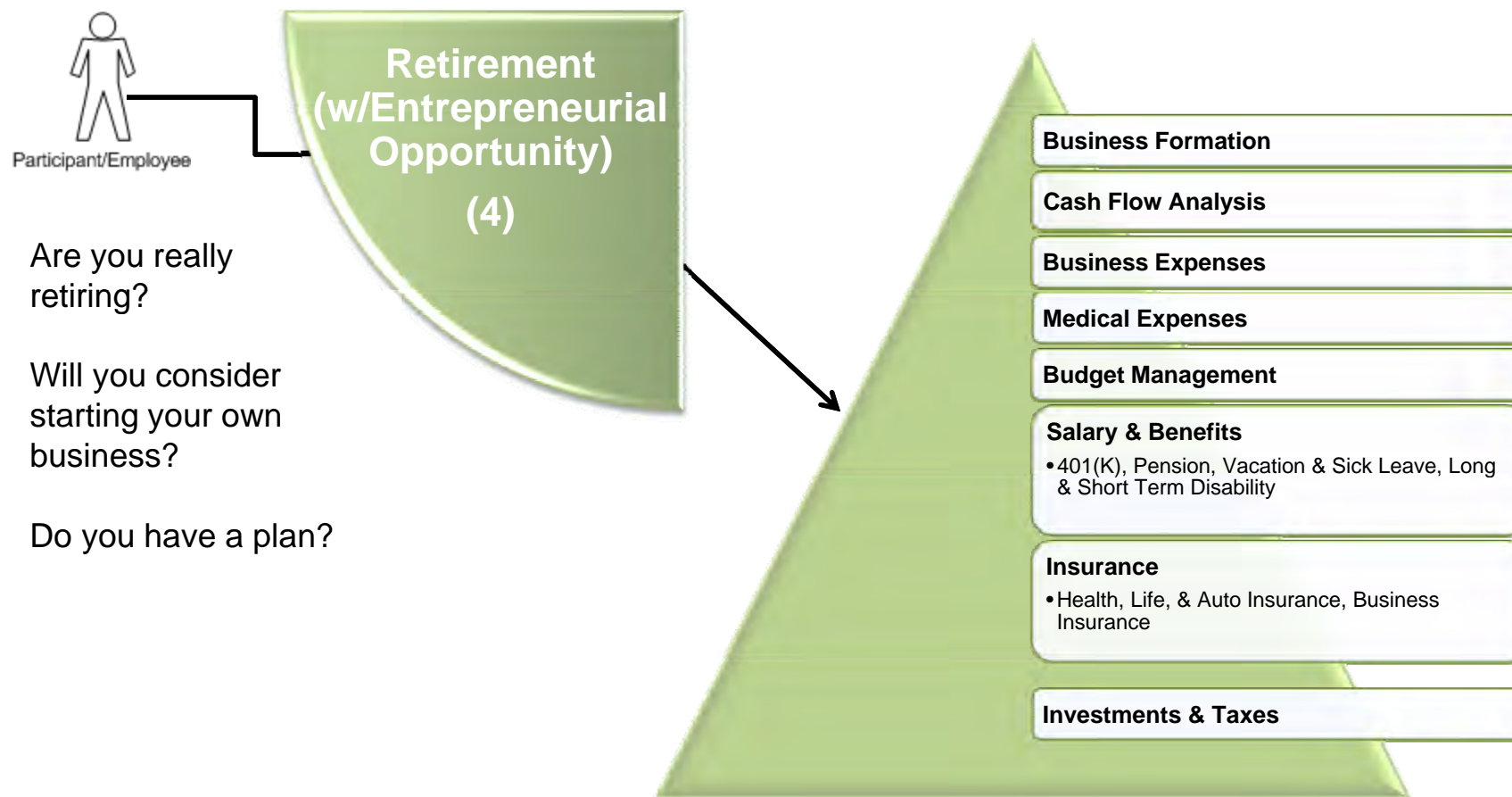
Outplacement Services



No Civilian Left Behind...



Outplacement Services



No Civilian Left Behind...



BRAC UPDATE

Mr. Glynn D. Ryan
BRAC Chief



ENCLAVE WORKFORCE



- A small on-site administrative support cell (with functional reps), plus a full-time DA guard security element.
- Responsible for daily Enclave support, coordination and execution.
- Fort Gordon provides strategic and higher-level functional support (fiscal planning, program management, RM functions, etc.), and Command & Control.
- Assumes DES services (Law Enforcement and Fire) provided by Forest Park under ceded jurisdiction to state of GA.



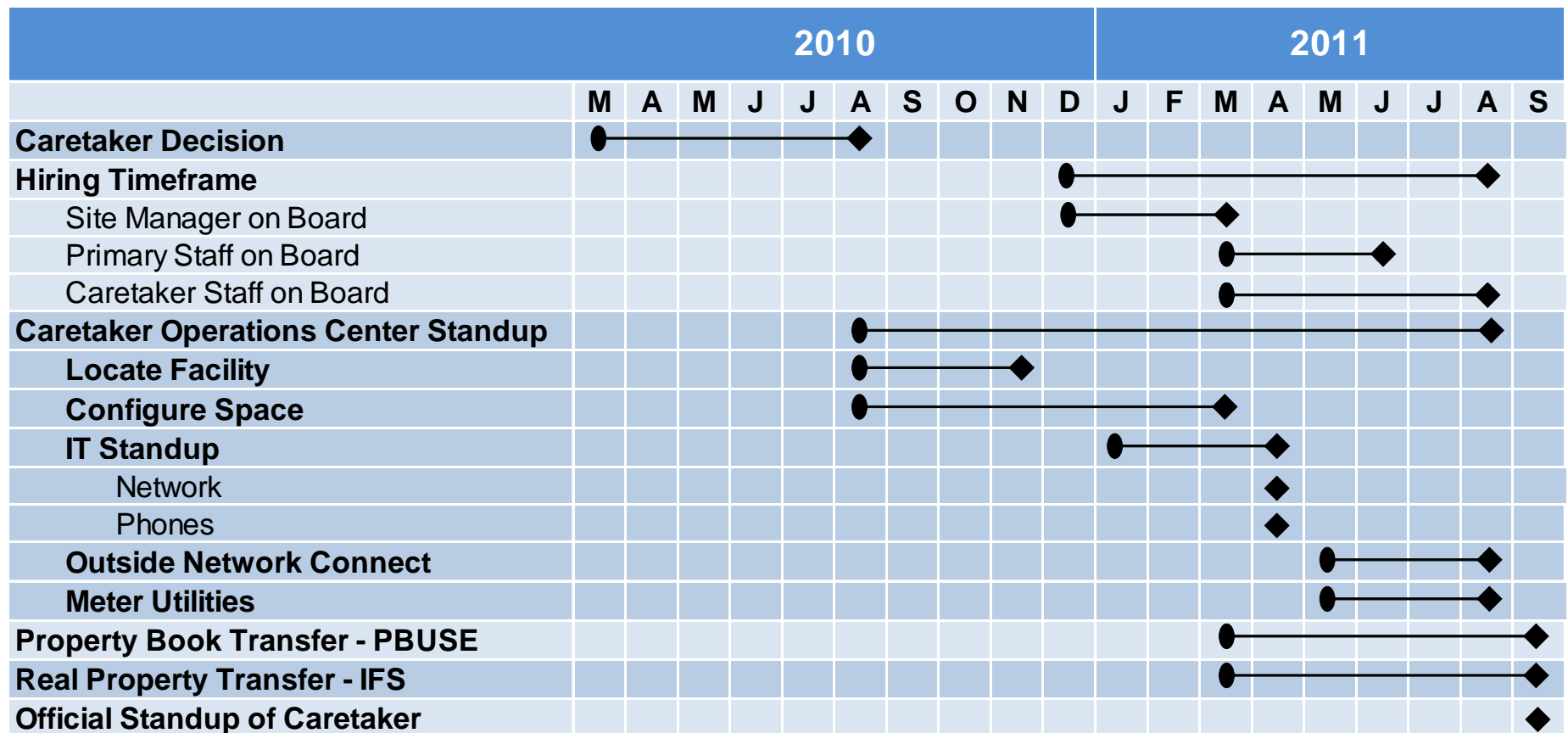
CARETAKER WORKFORCE



- **Responsible for:**
 - Maintaining facilities and infrastructure
 - Maintaining property accountability
 - Property disposal
 - Environmental clean-up
- **Does not provide base operations support to tenants**
- **Personnel strength under review by IMCOM**



CARETAKER TIMELINE



● Start

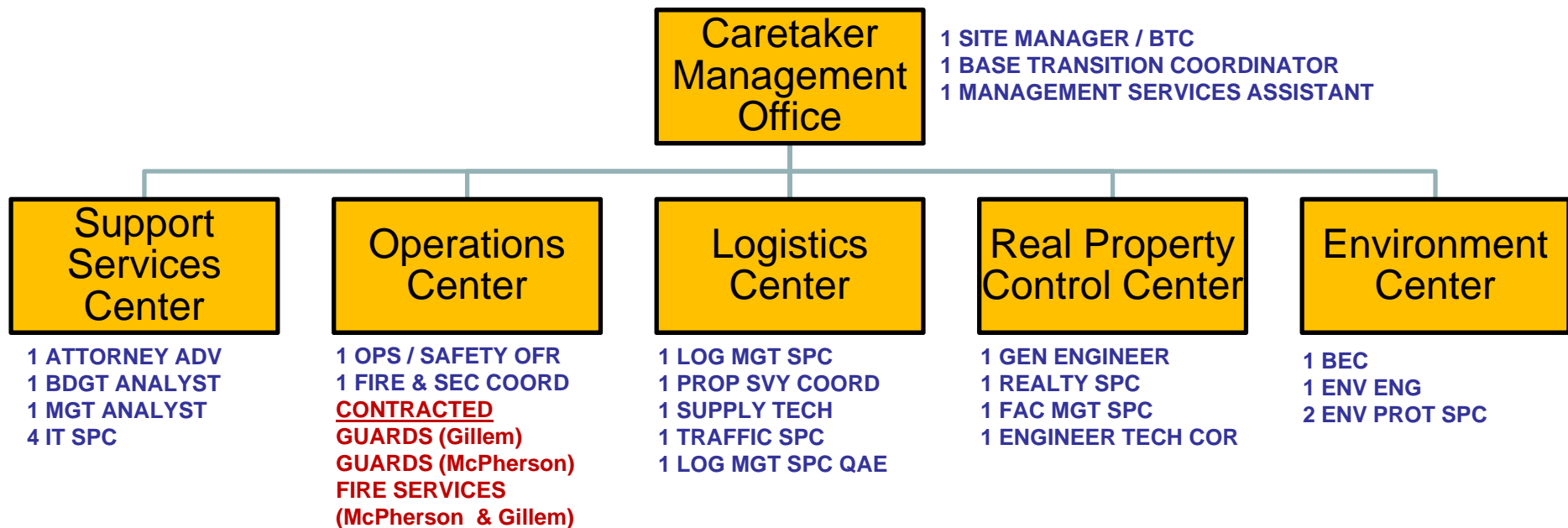
◆ End



CARETAKER STAFF



WORKING DRAFT



CARETAKER FORCE 25



DIRECTORATE OF HUMAN RESOURCES (DHR)

**Ms. Barbara Schwartz
Director, DHR**



USAG Fort McPherson Military Strength

Current			
COMPONENT	AUTH	OH	%
AC	24	53	220
RC	NA	*9	---

Active Component (AC) Assigned: O/W/E 13/1/39

Reserve Component (RC) Assigned: O/W/E 2/0/7

On orders to -

PCS : O/W/E 3/0/8

SEP: O/W/E 0/0/2

*AGR/COADOS

As of 3 Feb 10



USAG Military Relocation Personnel Management Policy

- **Military personnel management and support procedures for BRAC closure will vary by:**
 - Service Component
 - Assignment status (PCS/AGR/COADOS)
- **Active component, Active Guard/Reserve Soldiers, and Reservists will either:**
 - Be reassigned to meet other Army requirements
 - Separate from the Army via ETS or REFRAD



USAG Military Relocation Guidelines



- Rules of Engagement
 - Military serving at USAG after 15 Sep 10, without orders, will be stabilized with USAG until closure
 - No additional personnel will be assigned after 15 Sep 10 to promote stabilization with the exception of high priority Army assignments
- AGR Soldiers will follow the same guidelines and procedures as active component Soldiers
- SE Region strength management will coordinate all AC and AGR moves, reassignments, separations/retirements and stabilizations with Army HRC and HRC-St Louis respectively
- FT McPherson MPD will issue orders and conduct transition, reassignment briefings and out processing for USAG Soldiers



USAG Military Relocation Guidelines



- AGR Soldiers should coordinate directly with their Career Managers for PCS, school, etc prior to September 2010 stabilization period
- Normal schooling and professional development needs of Soldiers will be met
- Waiver approval for Time on Station (TOS) Curtailments and any second PCS within the same Fiscal Year (FY) will be with Commander, HRC; TJAG; Chief of Chaplains as appropriate to Soldiers assignment after 15 Sep 10 to promote stabilization with the exception of high priority Army assignments
- All enlistment contracts will be reviewed and renegotiated when required (Station of Choice)



USAG Military Relocation Timelines



ACTION	RESPONSIBLE ACTION OFFICER	DATE
Soldiers stabilized at USAG	SE Region/MPD/HRC	15 Sep 10 (C date – 1 YR)
Coordinate retention issues	Soldier/MPD/Retention	15 Sep 10 (C date – 1 YR)
ID Soldiers with hardships/issues based on closure date	Unit/MPD/HRC	C-180
EFPM – ID EFMP assignments and other family medical condition	Soldier/Unit/MPD	C-180
PCS/Separation Orders Published	HRC/MPD	C-90
Clearance papers/Out Process	MPD/Soldier	C-60

***Expansion of the Homeowners Assistance Program (HAP)
by
the American Recovery and Reinvestment Act of 2009
(BRAC 05 and Military PCS)***

Mr. Bart Wivell
Assistant Program Manager
HQUSACE
January 2010



US Army Corps of Engineers
BUILDING STRONG®



Basis for HAP

- Section 1013 of the Demonstration Cities and Metropolitan Development Act of 1966.
- Loss must be “...as the result of the actual or pending closing of a base...”
- Expanded HAP – no requirement to prove market decline was caused by the BRAC announcement.



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HAP Expansion

- The American Recovery and Reinvestment Act of 2009 authorizes expansion of HAP benefits:
 - ▶ Wounded, Injured, Ill and Surviving Spouse homeowners.
 - ▶ BRAC 05 organizations without proof of causal relationship.
 - ▶ Service member homeowners permanently reassigned during the home mortgage crisis.



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Home Purchase Price Cap of Expanded HAP

- 2009 Fannie Mae/Freddie Mac conforming loan limits by county
- \$417,000 - \$729,750
- Apply to all ARRA applicant homes.



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BRAC 05 Eligibility

- Military personnel and civilian employees (other than temporary and contractor employees).
- Assigned to announced organization / installation.
- Position is relocated or eliminated.
- Must have purchased home prior to 13 May 2005.
- County home values must have declined at least 10%.
- Individual home value must have declined at least 10%.



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BRAC 05 Eligibility (Continued)

- Organization and home must move at least 50 miles to new location.
- Civilian employee retirees eligible only when position relocated or eliminated.
- Military retirees eligible only for mandatory retirement.
- Sell home between 1 Jul 2006 and 30 Sep 2012.



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Military PCS Eligibility

- Military personnel only.
- PCS orders dated 1 Feb 2006 thru 30 Sep 2010*.
- Must have purchased home prior to 1 Jul 2006.
- County, parish, city home values must have declined at least 10%.
- Individual home value must have declined at least 10%.

* Note: Pending availability of funds.



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Military PCS Eligibility (Continued)

- Receive benefits only once under this expanded program.
- Property is primary residence on date of PCS orders.
- Member must move at least 50 miles (Duty station and home).
- Retiring personnel: only mandatory retirements are eligible.
- New accessions (entering active duty) are not eligible.
- Sell home after 1 July 2006.



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Appeals

- HAP applicants may appeal program policies, home value estimates, etc.
- Appeals must be written (no specified format), and submitted to the executing district for review/approval.
- If appeal is not approved at the district, it will be forwarded to the regional HQ and HQUSACE for consideration. If neither the regional HQ or HQUSACE approve the appeal, it will be forwarded to the DUSD-I&E for final consideration.
- Eligibility criteria specified in the law may not be appealed.



BRAC 05 & Mil. PCS Benefits

- Foreclosure: Assist after the foreclosure. Benefits may include direct cost of judicial foreclosure, expenses and enforceable liabilities according to the terms of the promissory note
- Private Sale (Mil.): Reimburse:
90% of purchase price - sale price + closing costs



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Private Sale

Benefit pays up to 90% of purchase price.

▪ Purchase price (PFMV) of \$200,000 X 90% =	\$180,000
▪ Applicant sells house (CFMV) for	\$150,000
▪ Mortgage payoff amount	\$130,000
▪ Basic HAP benefit = \$180,000 - \$150,000	\$30,000
▪ HAP reimbursement of closing costs (7% of sale price)	\$10,500*
▪ Cash after mortgage payoff	\$50,000
	Military applicants \$60,500
▪ Taxable liability (Unemployment Compensation Extension Act of 2009)	\$0

Notes:

* Military applicants only. Civilian employees receive reimbursement of closing costs as part of relocation



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BRAC 05 & Mil. PCS Benefits (Continued)

- **Government Acquisition:** When not able to sell home within 120 days, and approved by HQUSACE, applicant eligible to receive the greater of:

75% of the purchase price

OR

Mortgage payoff

Note: HAP will not reimburse or pay-off second mortgages, including equity lines of credit, unless obtained when home purchased, or funds were used to improve home.



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Government Acquisition

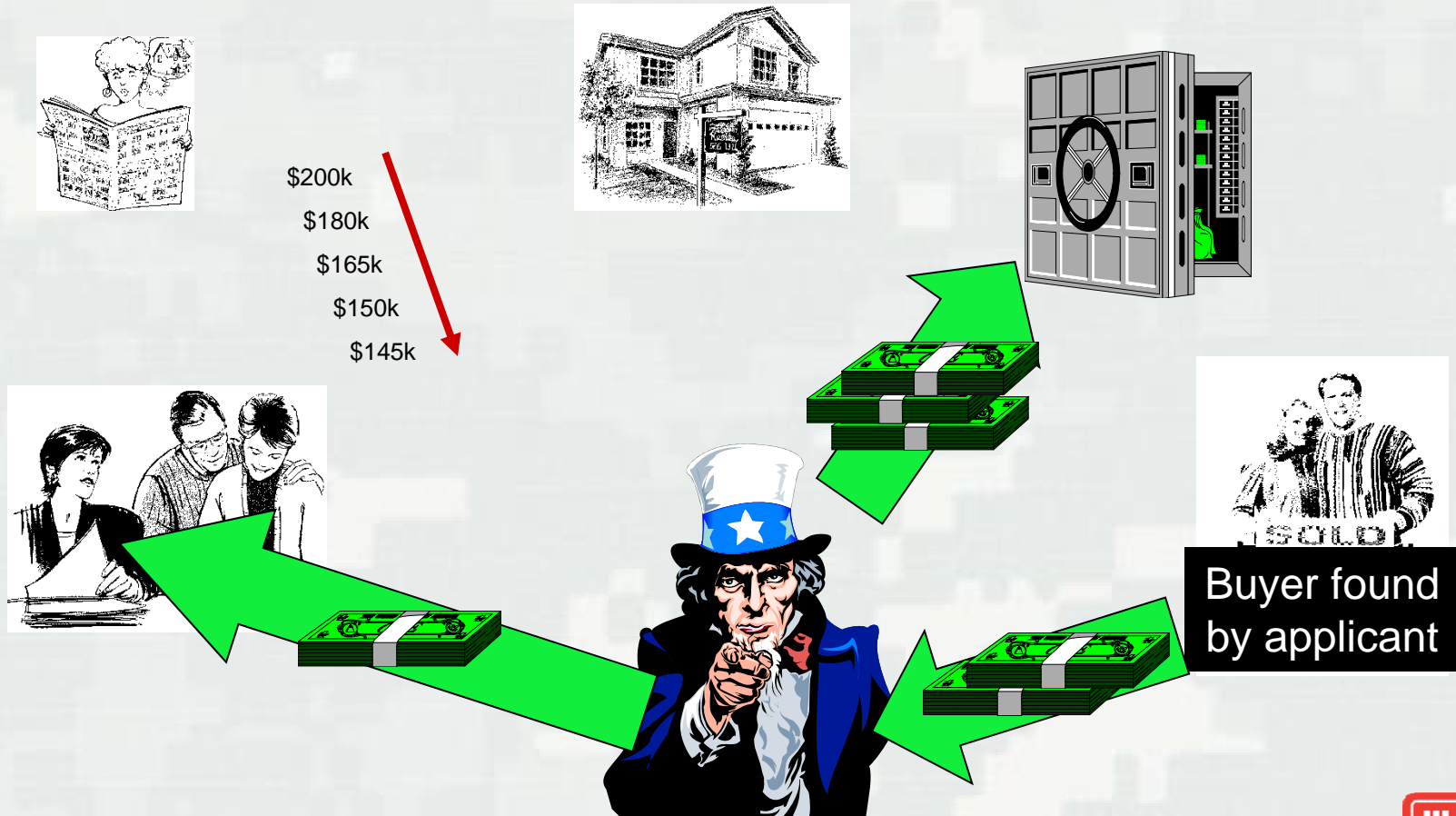
Acquire home for 75% of the purchase price or the balance of existing mortgages, whichever is greater...

▪ Purchase price (PFMV) of \$200,000 X 75%	\$150,000
▪ CFMV on date of acquisition	\$140,000
▪ Mortgage payoff amount	\$190,000
▪ Cash payment to applicant (Equity) (\$150,000 - \$130,000) (Mort. Payoff > 75% PFMV)	\$0
▪ Taxable Liability (Unemployment Compensation Extension Act of 2009)	\$0



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Government Acquisition (Continued)



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Tax Liability of Expanded HAP Benefits

- Expanded HAP benefit tax liability was eliminated when the President signed the Unemployment Compensation Extension Act of 2009 into law on 7 Nov 2009.



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Applicant Processing

- Applicants submit application packet.
Required documents include:
 - ▶ Form HUD-1 – Proof of home purchase price.
 - ▶ Proof of ownership - copy of deed.
 - ▶ Proof of occupancy at time of announcement, deployment or receipt of PCS orders (e.g., utility bill).
 - ▶ Proof of program eligibility



Applicant Processing (Continued)

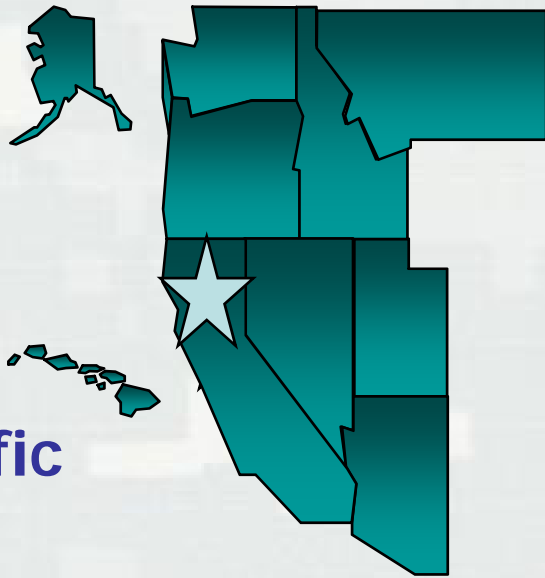
- Proof of program eligibility (Continued)
 - BRAC 05: Proof of assignment to BRAC 05 organization and position relocation/elimination.
 - PCS (Military): copy of orders
- Processing priorities: WII & SS, BRAC 05, PCS



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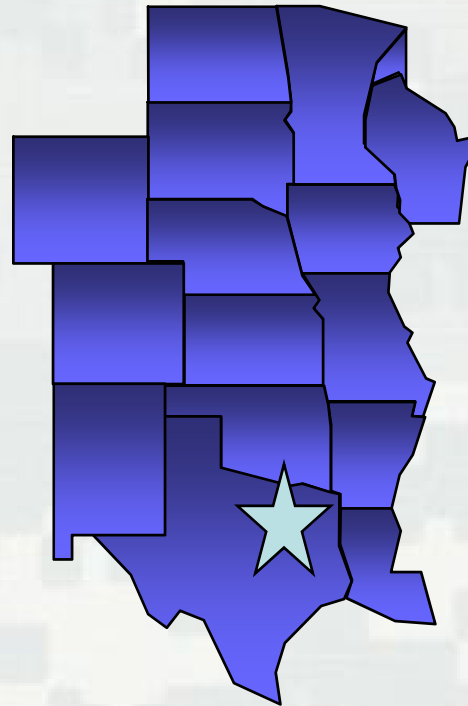
HAP Centers of Expertise

Sacramento District



Pacific

Ft. Worth District



Savannah District



Europe



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HAP Website

<http://hap.usace.army.mil/>

- Program Information
- HAP Application
- FAQs



BUILDING STRONG®

Stress, BRAC and the Prevention of Violence and Suicide

John Capen ACSAP

Employee Assistance Program POC, CEAP and BRAC
employee

Why the Topic?

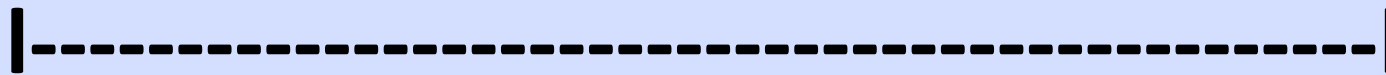
- BRAC is occurring
- BRAC is a Process ... Not an Event...ongoing
- Stress is part of this change for all involved
- Assisting employees, management and agencies critical – employees are the most valuable resource for the organization

BRAC –Base Realignment and Closing

- BRAC = Stress?
- Stressor – A pressure exerted from outside
- Stress = Reaction to the Stressor –
- Distress or positive stress is result determined by how we manage the stressor (Selye 1974[©])
- 3 Stages – Alarm State, Resistance State, Exhaustion State (Selye 1974)

STRESS REACTIONS

RANGE of REACTIONS:



**GO BACK
to WORK**

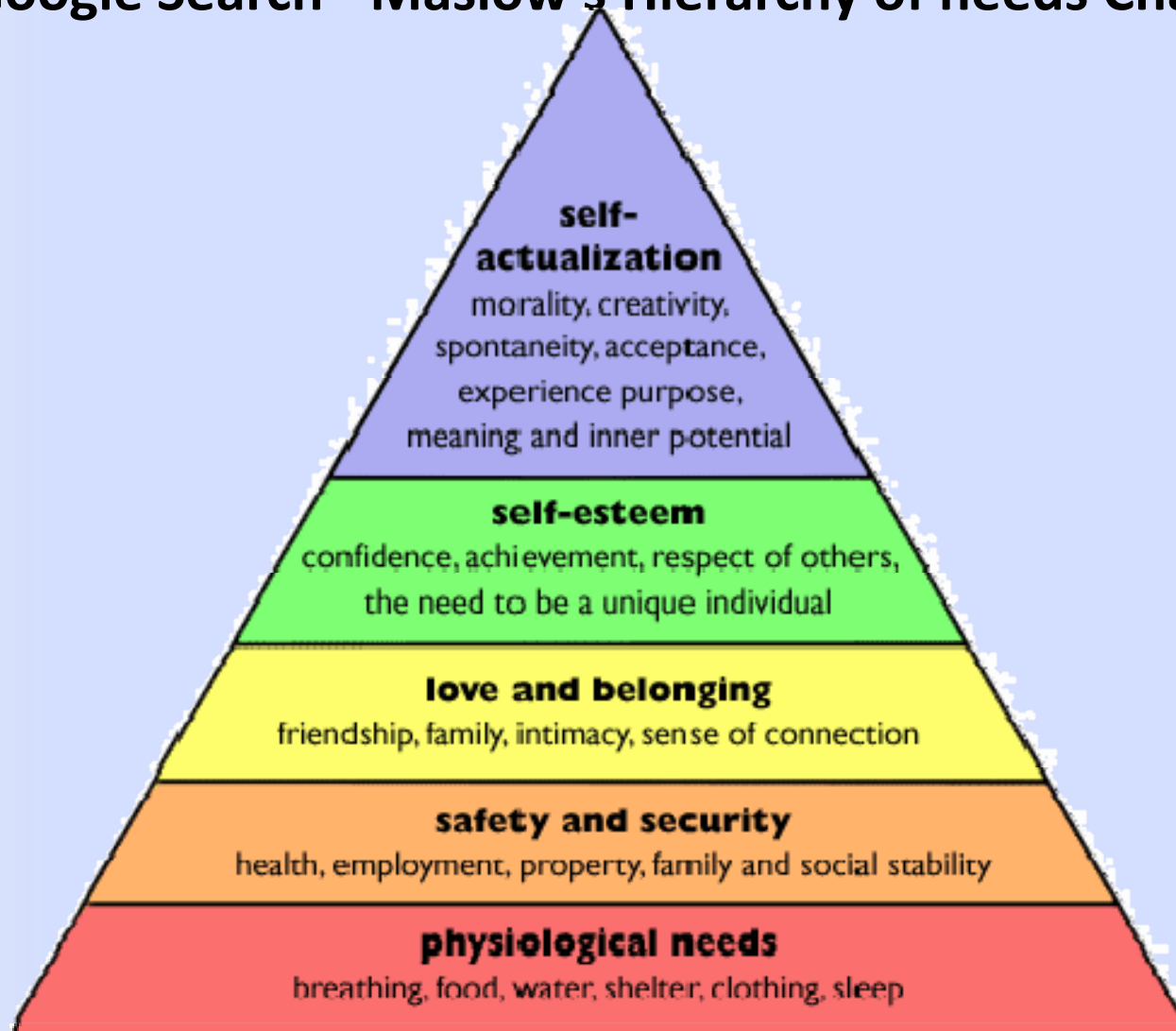
**I DON'T WANT
to WORK HERE
Fight or Flight
Response**

All are normal and OK

HOW WILL YOU REACT ?

- **Everyone is Different**
- **Based on:**
 - **Past life experiences**
 - **Outlook on life today**
 - **Unique personal make-up**
 - **Maslow's Hierarchy of Needs impact**

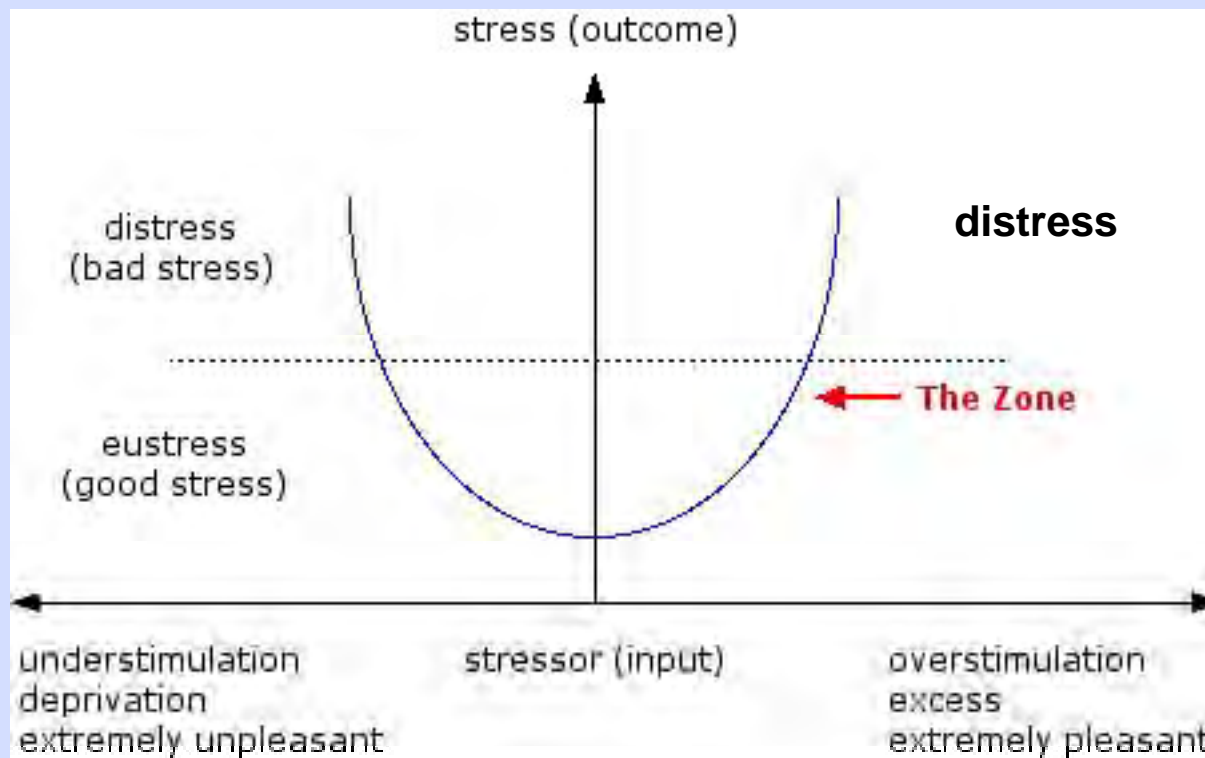
Maslow's Hierarchy of Needs – 1943[©] (An interpretation – Google Search - Maslow's Hierarchy of needs Charts)



What
Levels of
Pyramid
Impacted?
What will it
take to
restore the
employee
to balance?

Understanding Reactions

- Stressor Reactions



Selye, 1974[©]; Douillard, 1994[©]; Cerridwen, 2009[©]

Distress

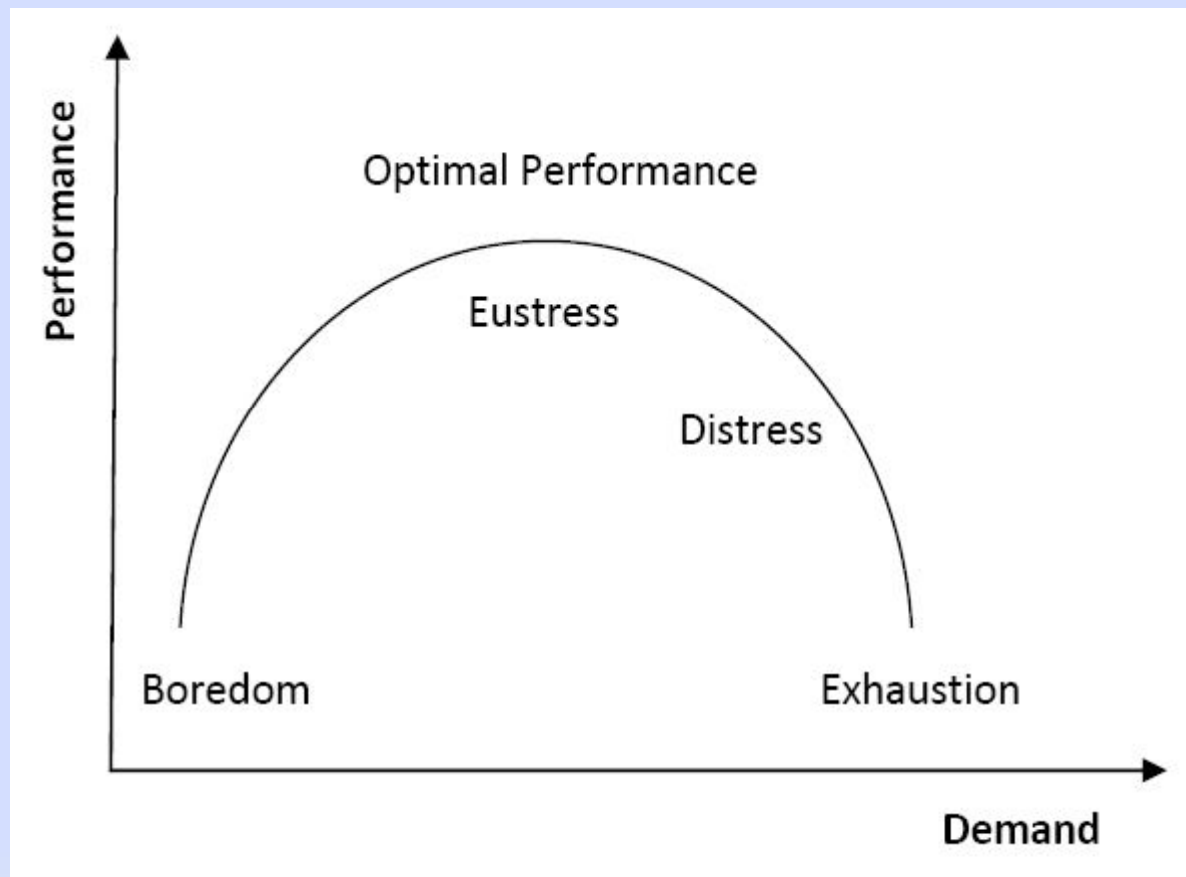
- Not ready to retire, Who am I without my job?, I need the interaction at work.

OR

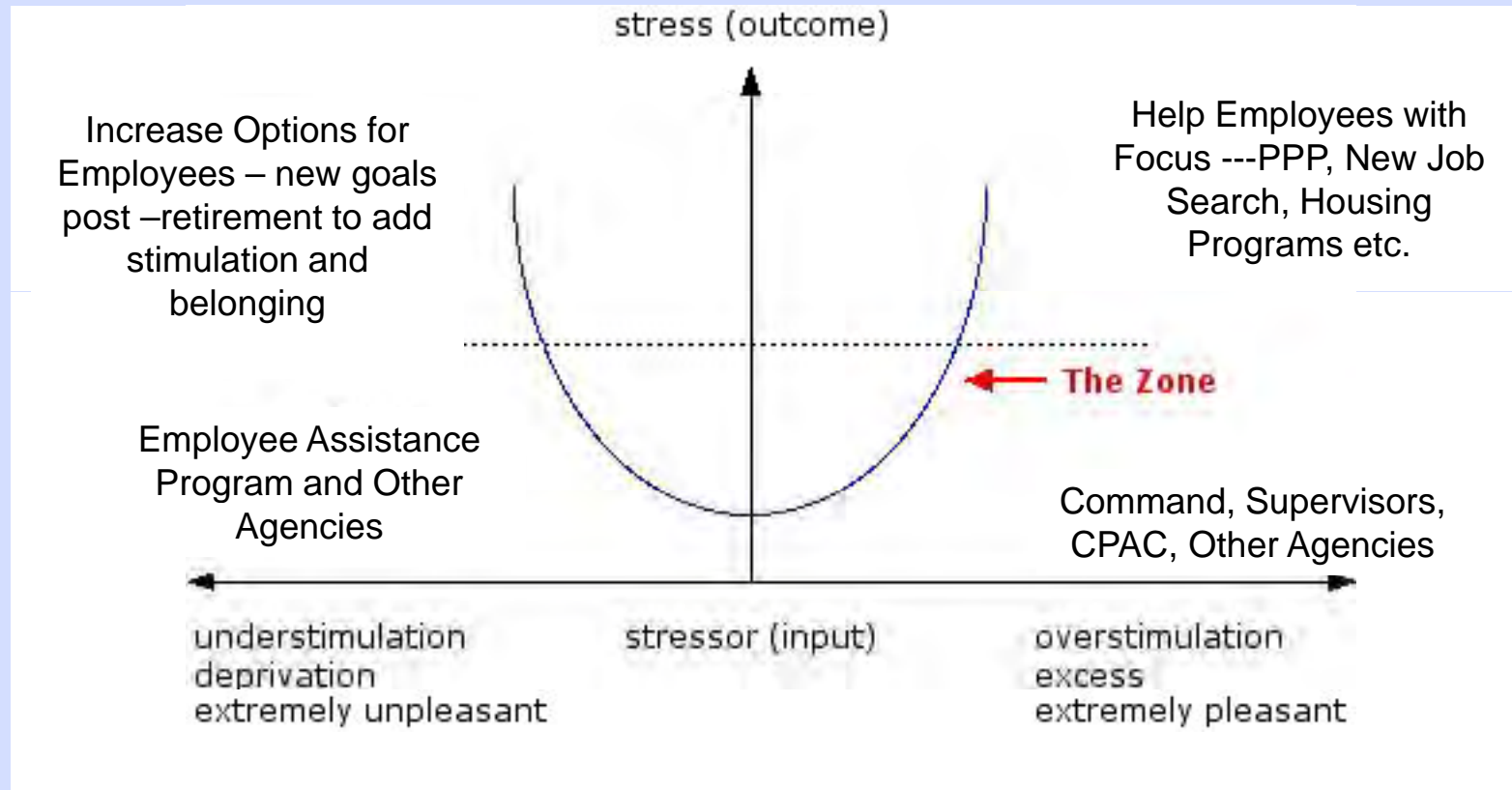
- If too much Change for Employee
- No Options – No Choices or control (Perceived)
- Threatens Maslow's Needs
- Command Seems Uninterested or Adversarial

General Adaption Syndrome

Cox and MacKay 1976 ©



Goal: Promote Balance for Employees



Selye, 1974[©]; Douillard, 1994[©]; Cerridwen, 2009[©]

Kubler-Ross Model 1969[©]

Terminal Illness Model and Later Personal Loss

- DENIAL
 - ANGER
 - BARGAINING
 - DEPRESSION
 - ACCEPTANCE
-
- Stages may not go in order or may be revisited

Goals = Restore Balance and Sense of Safety

- Coordinate communication between Management, Unions, CPAC, EAP -
- Explain to employees normal reactions - everyone will react differently – and own timing – Invite EAP to provide training.
- Offer all job options and support as soon as possible --- do not delay

COMMAND

- Determine benefits that will be offered defense National Relocation Program, PPP etc.
- Share Information as it is known... do not hold back from effected employees
- Set timeline for implementation and regular updates to employees

COMMAND

- Understand Civilians may have long term roots – housing issues, employment of spouse, family in area, children in state schools etc. and did not plan for government job move or Post closure...different from Active Duty workforce expectations.
- Show compassion and provide best benefits possible – May reduce employee distress and avert negative reactions.

CPAC

- Inform Command of benefits that are mandatory
- Inform Command of optional benefits
- Coordinate with Unions and EAP
- Provide employees with letters etc.
- Inform employees of PPP and job search information
- Model self-care (balance work, home, play)

Supervisors

- Schedule regular meetings with employees to walk through plan of transition
- Establish milestones for implementation visible to employees

Supervisors

- Schedule continual update meetings and presentations with employees about options and benefits - Housing Assistance Program (HAP briefings by USACE) PPP, etc.
- Practice healthy self-care – Role model of balance (work, home, play)
- Tell employees they are valuable- Lead them through the BRAC process

Supervisors

Performance and Conduct

- Manage employees but do not diagnose problems
- Watch for changes in performance and conduct and consult with experts – EAP
- Be Aware of Violence and Suicide Prevention Task Force resources
- Refer to the Employee Assistance Program (voluntary program)

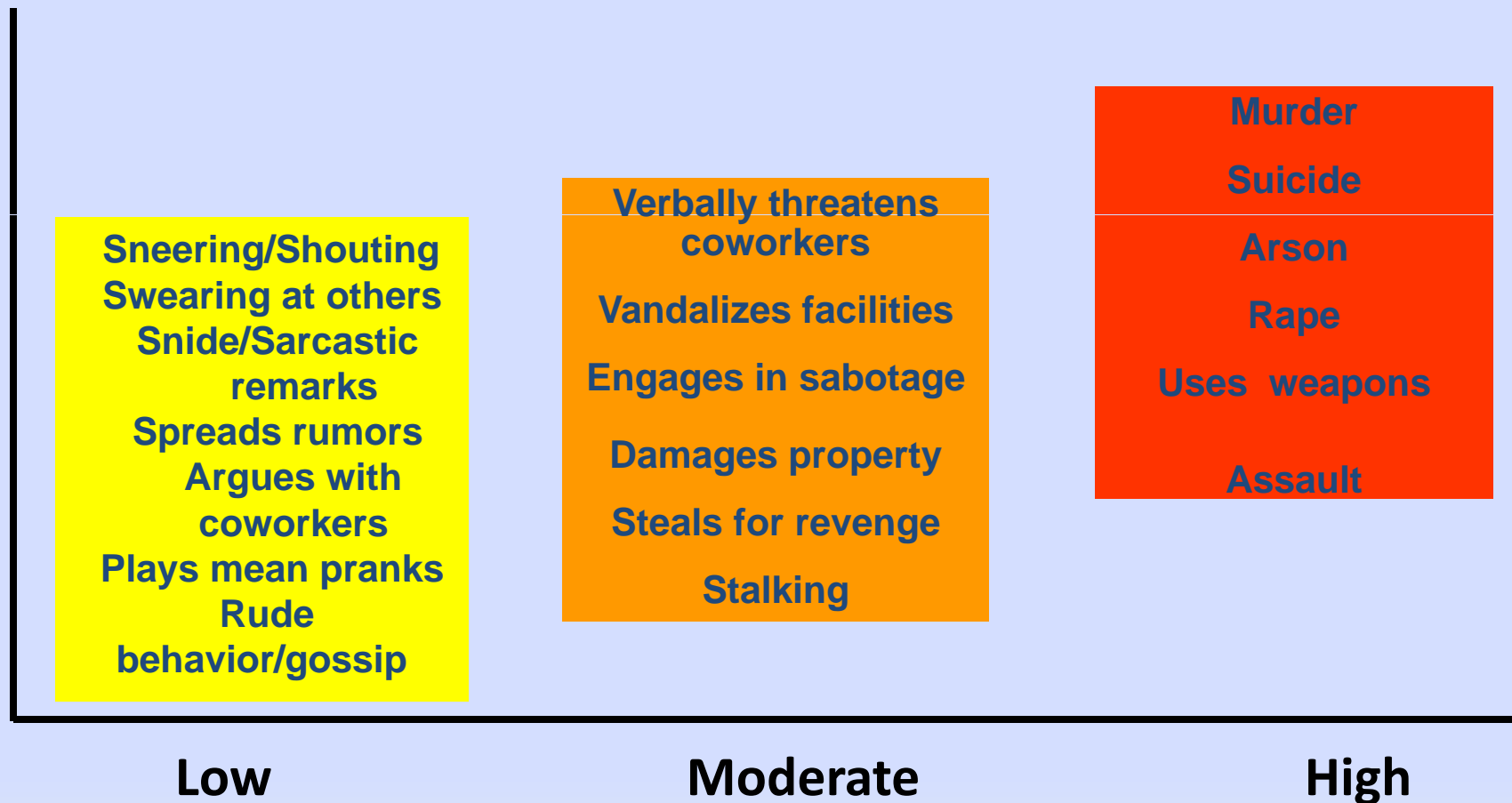
Employee Assistance Program

- At Army Installations housed under ASAP
- Provides screening, short term counseling (coaching), referral for adult living problems
- Voluntary
- Confidential 42 CFR (Client information can not be released without written consent)

Violence Prevention

- Command consider creating a Violence Prevention Task Force
- Educate employees on violence boundaries to include threats and events (I have a gun, I'll go postal, they'll be sorry)
- Provide EAP as a resource
- Report concerns- low level possible tip of iceberg
- Call law enforcement if immediate threat

Escalation of Violence in the Workplace



Warning Signs of Suicide

American Society for Suicide Prevention[©]

- **Observable signs of serious depression:**
 - Unrelenting low mood
 - Pessimism
 - Hopelessness
 - Desperation
 - Anxiety, psychic pain and inner tension
 - Withdrawal
 - Sleep problems
- **Increased alcohol and/or other drug use**
- **Recent impulsiveness and taking unnecessary risks**
- **Threatening suicide or expressing a strong wish to die**
- **Making a plan:**
 - Giving away prized possessions
 - Sudden or impulsive purchase of a firearm
 - Obtaining other means of killing oneself such as poisons or medications
- **Unexpected rage or anger**

Suicidal Concerns

- Support suicide prevention actions currently enacted across Army
- Encourage EAP and Chaplains etc. to be part of any command briefs to employees to educate on services available
- ACE or ASIST program
- Call EAP if concerned about an employee for supervisory consultation
- Employees –seek EAP help if feeling distressed

Concepts

- We looked at stress
- We looked at levels of needs
- We looked at change stages
- We need to manage the BRAC process:
 - To enhance employee well being
 - Prevent potential violent and/or suicidal behavior in the workforce

Helpful Actions

- Communicate with employees
- Avail resources
- Show care and compassion
- Utilize the Employee Assistance Program –
Classes for employees on change and referrals
- Report violent or suicidal behavior to
command POCs
- Employees –consider using EAP if distressed

BRAC WAS A CLOUD ON THE HORIZON



For many employees,
the storm is now upon us.



STRESS MANAGEMENT FOR YOU

- You are not immune to this process
- Balance work, home, play
- Take time to exercise, go to a play or movies, walk in the park, see friends, spiritual pursuits
- Prioritize work
- Self-talk – positive messages to self
- Humor – appropriate to workplace find a way to laugh each day and support colleagues

REFERENCES

- “Stress Without Distress”. Selye, H. 1974 (noted by Cerridwen 2009)
- “A Theory of Human Motivation”. Maslow, A. 1943--Google Search – Maslow’s Hierarchy of Needs Charts (possible copyrighted chart).
- “On Death and Dying”. Kuebler-Ross. 1969
- “Preparing For BRAC”. Bradshaw, P. 2006
- “Body, Mind, and Sport”. Douillard, J. 1994/2001 (noted by Cerridwen 2009)

REFERENCES

- American Society for Suicide Prevention
- “A Psychological Model of Occupational Stress” . Cox, T., & MacKay, C. 1976 (Noted by McQuillan, D. 2008)
- Copyrighted materials for educational purposes only—do not copy without permission.



Colonel Deborah B. Grays

Garrison Commander



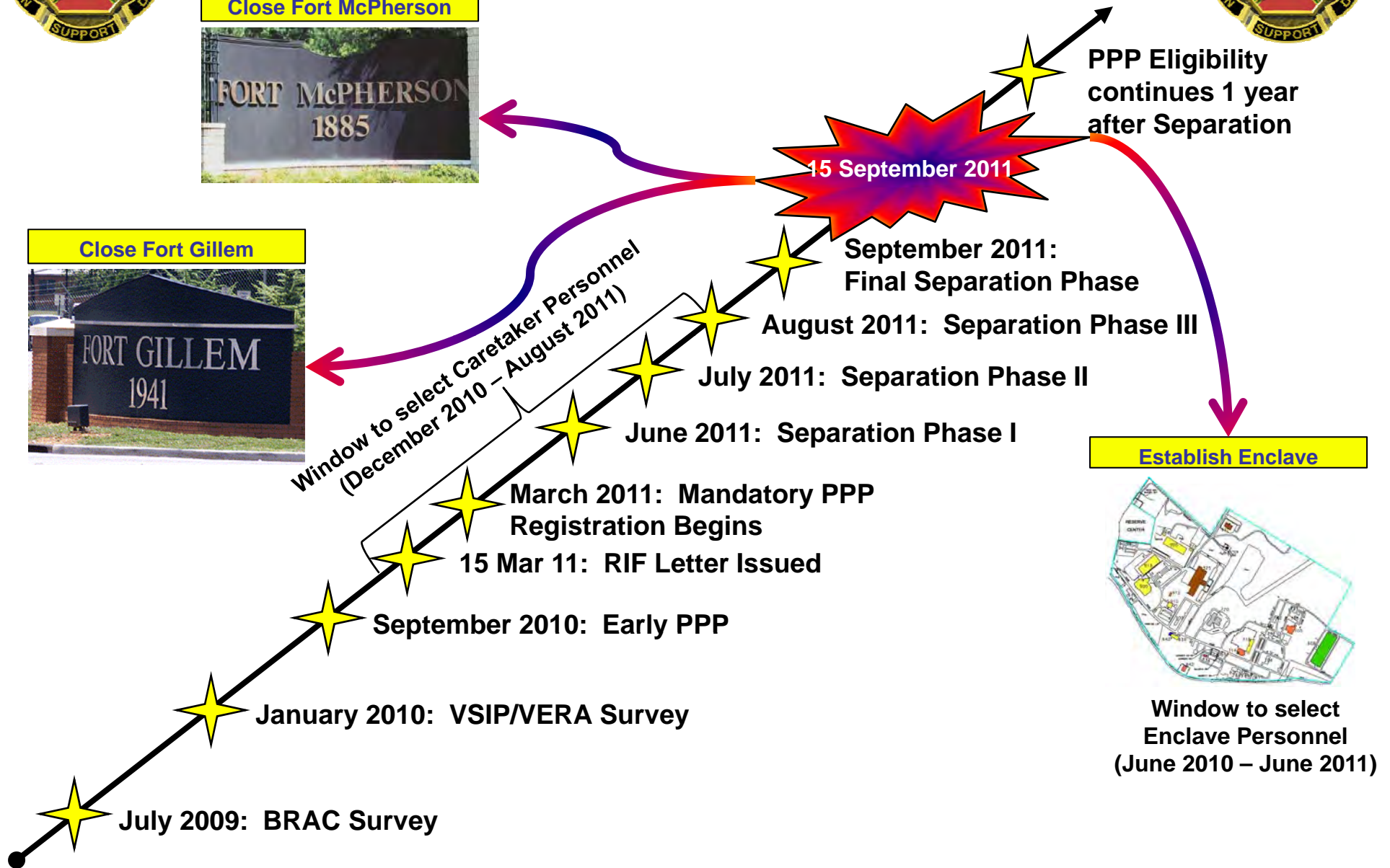
BRAC PERSONNEL TIMELINE



Close Fort McPherson



Close Fort Gillem





REDUCTION IN FORCE (RIF) FACTS



RIF Letters

- Will contain effective separation date
- Will contain your personal status (position, title, grade, salary, service comp date, etc.)
- Triggers Interagency Career Transition Assistance Plan (ICTAP) eligibility

ICTAP

- Other Federal agencies must consider when hiring outside their agency
- Submit RIF letter when applying to other Federal agencies
- Federal announcements contain ICTAP information if applicable

Priority Placement Program (PPP)

- Early PPP registration is VOLUNTARY
- Employees separated by RIF are Priority One (garrison employees)
- Once you receive your RIF Letter, PPP registration is MANDATORY

Questions/Comments?

See your Director

or

Call the BRAC Rumor Control Hotline 404-464-0965

E-Mail: mcphusagtownhallquestions@conus.army.mil



BRAC INFORMATION

- Refer BRAC questions to:
 - BRAC Rumor Control Hotline: (404) 464-0965
 - Garrison Hotline: (404) 469-5959
- Obtain information on BRAC Websites:
 - <http://www.mcpherson.army.mil/brac/>
 - <http://www.mcpherson.army.mil/cpac/>
 - <http://www.hqda.army.mil/acsim/brac/>
 - <http://www.defenselink.mil/brac>
- E-Mail address for Forts McPherson / Gillem BRAC questions:
 - mcphusagtownhallquestions@conus.army.mil